

Annual Report

2003





STATE OF MICHIGAN

JENNIFER M. GRANHOLM
GOVERNOR

DEPARTMENT OF CIVIL RIGHTS
EXECUTIVE

LINDA V. PARKER, J.D.
DIRECTOR

June 2004

The Honorable Jennifer M. Granholm
Members of the Michigan Legislature
People of the State of Michigan

The Michigan Civil Rights Commission and the Michigan Department of Civil Rights proudly present to you our annual report for fiscal year 2003.

The year 2003 was in many ways a year of change and reflection for the Department. During 2003 the Michigan Civil Rights Commission began the celebration of its 40th anniversary. As we consider the course through history navigated by the Commission and the Department, two truths become apparent. One is that the struggle to eliminate illegal discrimination and preserve equal opportunity is as crucial now as it ever was. The second is that both the Commission and Department must remain vigilant and flexible as they lead the state of Michigan into an increasingly diverse future.

To this end during 2003, the Department extended its reach into proactive civil rights by expanding its Building Cultural Competency training designed to give participants, including governmental employees as well as those in the private sector, a better understanding of the five major cultural groups in Michigan. In recognition of the value of alternative dispute resolution (ADR), the Department has incorporated internal mediations using Department colleagues to increase the capacity of the existing external mediation program as a viable option to the complaint resolution process. Both programs are destined to be cornerstones in the Department's future.

Also, during fiscal year 2003, the MDCR Director Nanette Lee Reynolds, Ed.D. retired after more than 10 years at the Department's helm. During Dr. Reynolds' tenure, great strides were made throughout our Department. Shortly after the close of the fiscal year the Commission and Department welcomed Linda V. Parker, J.D., one of the undersigned, as the new director of the Department.

As we move forward we do so with the intent to strengthen One Michigan through the utilization of one of our greatest assets –the rich cultural and ethnic diversity of our citizenry. It is our sincere hope to continue the progress of the Commission and Department by solidifying its position as a national leader in state level civil rights promotion and enforcement.

Respectfully submitted,

A handwritten signature in blue ink that reads "Gary Torgow".

Gary Torgow, J.D.
Commission Chair

A handwritten signature in blue ink that reads "Linda V. Parker".

Linda V. Parker, J.D.
Department Director

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Michigan Civil Rights Commission



Chair
Gary Torgow, J.D.
Oak Park
1998

Vice-Chair
Albert Calille, J.D.
Plymouth
1998



Secretary
Valerie P. Simmons, J.D.
Grand Rapids
1998

Dr. Tarun K. Sharma
Grosse Pointe
2001



Mohammed Abdrabboh, J.D.
Dearborn
2003

Margaret M. Van Houten, J.D.
Dearborn Heights
2003



Mark Bernstein, J.D.
Ann Arbor
2004

Michigan Department of
Civil Rights Director
Linda V. Parker, J.D.
2003



Overview

The Commission was formed in 1963 when strict measures against discrimination were added to the Michigan Constitution, and had its first formal meeting in 1964. The Michigan Department of Civil Rights (MDCR) was established by the state legislature in 1965. The Department consists of the staff who help implement the Commission's policies. The Department enforces the state's civil rights laws through the following five service options: information, referral, outreach and education, mediation and complaint resolution. Michigan's progressive civil rights laws extend protections against unlawful discrimination to everyone in the state of Michigan in the following categories: religion, race, color, national origin, sex, age, marital status, and disability in the areas of employment, education, housing, public accommodations or public service. Also included under the list of protections are height, weight and misdemeanor arrest record in the area of employment and familial status in the area of housing.

The Michigan Civil Rights Commission

The Michigan Civil Rights Commission consists of eight bipartisan leaders from across the state that are appointed to four year, staggered terms by the Governor. In an effort to promote inclusiveness, commissioners are leaders chosen from the various faiths, philosophies and ethnic backgrounds represented in Michigan. The Commission holds regular meetings, open to the public, in various locations throughout the state. In recent years, the Commission has held meetings in Marshall, Grand Rapids, Lansing, Dearborn and Detroit, among other cities.

The Commission's meetings provide an opportunity for members of those communities to come forward to discuss civil rights issues that are of concern to them. Members of the public may also learn about the inner workings of the Commission and the Department and about some of the cases brought before the Commission.

This fiscal year the Commission celebrated its 40th anniversary and received two new members, Margaret M. Van Houten, J.D. and Mohammed Abdrabboh, J.D. More information about the Commission as a whole as well as its individual members is available at <http://www.michigan.gov/mdcr>.



November 2003 Commission meeting. Left to right: Assistant Attorney General Ron Robinson, Commissioner Bishop George E. Brown, Commissioner Valerie P. Simmons, J.D., Commissioner Mohammed Abdrabboh, J.D., Commissioner Albert Calille, J.D., former MDCR Director Nanette Lee Reynolds, Ed.D., Commission Chair Gary Torgow, J.D., MDCR Director Linda V. Parker, J.D., Commissioner Margaret M. Van Houten, J.D., Commissioner Francisco J. Villarruel, J.D., Commissioner Dr. Tarun K. Sharma and MDCR/MCRC Executive Assistant Vyann Grant

Office of the Director

Shortly after the close of fiscal year 2003, the Department said good-bye to former Director Nanette Lee Reynolds, Ed.D., who retired after more than 10 years at the helm of MDCR. Much of the year was spent preparing the Department to extend on its promise in the administration ahead. In November 2003, Linda V. Parker, J.D., was selected by the Commission as the new leader of the Department.

For Dr. Reynolds fiscal 2003 was a year of recognition and accomplishment. In January Dr. Reynolds received one of two Humanitarian Awards from the Lansing-based Rev. Dr. Martin Luther King, Jr., Holiday Commission for her commitment to civil rights and community involvement.

On February 17, Dr. Reynolds offered welcoming remarks and attended the Michigan Indian Community Education Forum held at Cooley Law School in Lansing. This event was coordinated by MDCR to



December 2002 Commission meeting. Left to right seated: Former Commissioner Villarruel, former Commissioner Evelyn L. Crane, Commissioner Calille. Left to right standing: Commissioner Sharma, former MDCR Director Reynolds, Commission Chair Torgow, Commissioner Simmons, and Assistant Attorney General Ron Robinson

provide for community input from across the state on the Indian logo/mascot issue. Also in February the city of Lansing launched its new Race Initiative at an event featuring Dr. Lanie Guinier, Bennett Boskey Professor of Law at Harvard University. Dr. Reynolds served on the advisory committee for the initiative.

In March Dr. Reynolds attended and spoke at the farewell luncheon for Carl Breeding, who served for 30 years as the President of the State Conference of NAACP Branches. On Monday evening, March 31, 2003, she boarded one of the several hundred busses which traveled from Detroit to Washington, D.C. for the rally among people from all across the country in support of affirmative action. The rally was held on Wednesday, April 1, 2003, the day the Supreme Court held oral arguments on the two University of Michigan cases. Dr. Reynolds rode on a bus with Yvonne White, President of the Michigan State Conference of NAACP Branches; Rev. Wendell Anthony and Heaster Wheeler, President and Executive Director, respectively, of the Detroit Branch of the NAACP; Barbara Jean Johnson, Daedra McGee, and Greg Roberts, from Governor Granholm's Southeastern Michigan Office, among others.

Also in April, Dr. Reynolds spoke at the Kiwanis Club of Jackson and participated at the Best Practices Forum co-sponsored by the Michigan and Ohio Civil Rights Departments/Commissions and the EEOC district offices. At this forum, former Director Reynolds received a special tribute from Ohio Commission Chair, Rev. Aaron Wheeler for "Keeping the Dream Alive" in recognition of her commitment and service to civil and human rights for all persons.

On Friday, April 11, MDCR sponsored its Building Cultural Competency Workshop at the National Consortium on Racial and Ethnic Fairness in the Courts. Dr. Reynolds joined Commissioner Francisco J. Villarruel and other department colleagues at the luncheon,

featuring Detroit Mayor Kwame Kilpatrick as the keynote speaker. Later that evening, the Michigan Civil Rights Commission held a reception in the Renaissance Club launching its 40th anniversary. Commissioners Villarruel and Albert Calille co-hosted the program. Other current and former Commissioners attending the event included: Judge Richard J. Garcia, Judge Arthur Lombard, Judge Dalton Roberson, Dr. Tarun K. Sharma and Margaret Van Houten, J.D. Attendees also included Col. Taderial Sturdivant, Director of the Department of State Police, James Neely, Jr., EEOC Detroit District Director, and representatives from the offices of Secretary of State Terri Lynn Land and Governor Jennifer M. Granholm.

On Tuesday, April 29, HUD Secretary Mel Martinez made a special visit to the Atlanta, Georgia, Quint-Regional FHIP-FHAP HUD Conference, attended by seven MDCR colleagues. On behalf of MDCR, Dr. Reynolds accepted one of five awards given to state civil rights departments for service to the citizens of their respective states.

In May at a training conference in Chicago, Illinois, Equal Employment Opportunity Commission (EEOC) Chair Cari M.

Dominguez presented MDCR with the EEOC / Fair Employment Practice Agencies (FEPA) award for innovative joint outreach in a proactive prevention initiative. The award was given for MDCR's cooperative work with the EEOC in hosting the Diversity Best Practices Forum held in April 2003.

Also in May, Dr. Reynolds traveled the state to meet with all MDCR colleagues as part of the Governor's Employee Recognition Day. She also received one of five "Women of Achievement" awards by the Anti-Defamation League in Michigan.



Commission 40th Anniversary Dinner in September 2003: Right to left: Former MDCR Director Nanette Lee Reynolds, MCRC's first Commission Co-chair Damon J. Keith and former Commissioner Catherine Blackwell.



Dr. Reynolds receives one of two Humanitarian of the Year Awards at the January 2003 Rev. Dr. Martin Luther King, Jr. luncheon. Left to right: Former MDCR Director Nanette Lee Reynolds and Helena J. Dubose, owner of Mid Michigan FM, Inc

In June Dr. Reynolds joined several other MDCR colleagues at the NCCJ: "Walk as One" fundraiser on Belle Isle in Detroit. Later in June she received the American-Arab Anti-Discrimination Committee (ADC) Civil Rights Award in Arlington, Virginia, acknowledging her commitment and contributions to the fight to protect the civil rights and liberties of all Americans. Dr. Reynolds also attended the Governor's Vision and Values rollout session along with several other department colleagues.

In September, Dr. Reynolds had the honor of representing the U.S. as part of a five-person delegation to an international conference on racism, discrimination and

xenophobia sponsored by the Organization for Security and Co-operation in Europe (OSCE) held in Vienna, Austria.



September 2003 Organization for Security and Co-operation in Europe (OSCE) Anti-Racism, Xenophobia, and Discrimination Conference in Vienna, Austria. Left to right: Maryland Lieutenant Governor Michael Steele, former Congressman J.C. Watts, former MDCR Director Reynolds, Attorney Ralph Boyd and Professor Murray Friedman

Michigan Civil Rights Commission 40th Anniversary

The Michigan Civil Rights Commission (MCRC) was created by an act of the 1963 state constitution, becoming active in January 1964. Its mission remains the same as it was then: to prevent and eliminate unlawful discrimination. Through 2003 and the early part of 2004, the Commission is commemorating its ascent into middle age with programs and publications, among other things. The anniversary is both an opportunity to reflect on our past and a chance to peer into the future.

Among the publications to celebrate the 40th anniversary was the poster contest held early in 2003, which was a wonderful opportunity to publicize the Commission's work to the larger community. Edwin Gutierrez, a student at Hanneman Elementary School in Detroit, won first

place in a contest attracting more than 600 entries. Gutierrez' design was used to help promote the Commission's 40th anniversary commemoration through posters distributed to schools, legislators and other groups throughout the state.

Also as part of the celebration, the Michigan Department of Civil Rights (MDCR) produced three historical booklets to commemorate the achievements and struggles of the organization since it began its mission in 1964. The Michigan Civil Rights Commission 40th Anniversary booklet is a quick look at Civil Rights Commissioners through the decades. The Significant Michigan Civil Rights Case Decisions booklet provides a brief historical summary and perspective of the development of civil rights laws in Michigan. Finally, the Michigan Civil Rights Commission 1964-2004: Forty Years and Beyond booklet provides a brief summary of the commission's journey, including its trials and triumphs.

Finally, to help us further examine the past and potential of the Commission, we have enlisted the help of several former Commissioners and others closely associated with the Commission, some of whom were there at the Commission's genesis. In the first Commission newsletter of 2003, articles were written by the Commission's first co-



Commission Chair Gary Torgow and former Director Reynolds pose with poster contest winner Edwin Gutierrez.

chairs, Damon J. Keith and John Feikens, two respected community leaders who now serve as federal judges. Other guest columnists writing commemoration articles for the Commission newsletter included Senator Carl Levin, a former case counsel to the Commission, U.S. District Judge Avern Cohn, who served on the Commission in the mid-1970s and Governor Jennifer M. Granholm.

Regarding the programs portion of the 40th anniversary celebration, the Commission has held two main events. On April 11, 2003, the MCRC hosted a reception at the Renaissance Club in the Renaissance Center, Detroit, Michigan. The reception was part of the 15th Annual Meeting of the National Consortium on Racial and Ethnic Fairness in the Courts, and followed the Department's presentation of the Building Cultural Competency training. The reception was attended by about 200 people, including conference attendees and representatives from various state and local entities.

The reception was used as a "kick-off" event to begin a year-long celebration of the Commission's 40th anniversary. Guests were treated to a short program co-hosted by Commissioners Francisco J. Villarruel and Albert Calille. Calille spoke briefly about the mission and history of the MCRC, and outlined some of the events planned as part of the year-long anniversary celebration. The program included: a short speech by Robert Davis, a representative from Governor Granholm's office; a presentation of the Key to the City by Detroit City Councilman Kenneth Cockrel, Jr.; and an introduction of current and former Civil Rights Commissioners attending the reception.

Former MDCR Director Nannette Lee Reynolds and Loraine Webber, the special advisor to the State Bar of Michigan Open Justice Commission, were both presented with flowers in recognition of their leadership in their respective organizations.



MDCR and MCRC family is recognized at the April 11, 2003, Commission reception.

Both the reception and the Building Cultural Competency sessions provided wonderful opportunities to connect the Michigan Civil Rights Commission with organizations throughout the state and nation concerned with social justice.

Finally, on September 10, 2003, the Commission held a 40th anniversary dinner. The dinner was held in the State Capitol Rotunda, and was attended by about 50 current and former commissioners, MDCR colleagues, as well as friends and family of the Commission. Commission Chair Gary Torgow served as master of ceremonies, and current commissioners in attendance included: Commissioner Mohammed Abdrabboh, Commissioner Albert Calille, Commissioner Tarun K. Sharma, Commissioner Valerie Simmons, Commissioner Margaret M. Van Houten and Commissioner Francisco J. Villarruel. Former commissioners in attendance were first Commission co-chairs Hon. Damon J. Keith and Hon. John Feikens, who both spoke briefly, Pastor Edgar Vann, Jr., Catherine Blackwell, Hon. Julian A. Cook, Hon. Richard J. Garcia, Berry Goodlett and Eva L. Evans, Ph.D.

During the program guests heard remarks from Judges Feikens and Keith, as well as former MDCR Director Reynolds and

Governor Jennifer M. Granholm. Photo albums of past Department and Commission activities were available, and all guests were given copies of the three 40th anniversary commemorative booklets. As a final treat, each guest was able to take a picture with the Governor.



September 2003 40th anniversary dinner. Left to right: former MDCR Director Reynolds, MDCR colleague Leila Saba-Hanna, Governor Jennifer M. Granholm, former MDCR Partnership Team Director Cathy Milet, former Commissioner Pastor Edgar L. Vann, Jr.



December 2002 Commission meeting salute to retirees. Seated left to right: Ellen McCarthy, Regina Otis, former Commissioner Dr. Evelyn Crane, Commissioner Calille, former MDCR Director Reynolds. Standing left to right: Elaine Schuster, Cal Luttinen, Mary Ellis, Donald Christopherson, Barbara Hardy, Michael Maher, Betty Reynolds, Charles Edmonson, Commissioner Villarruel, Commissioner Sharma, Assistant Attorney General Ron Robinson, David Sanderling, and Commission Chair Torgow

Commission News

At its meeting on December 16, 2002, the Commission recognized MDCR colleagues who were retiring from the Department as part of the statewide early retirement program. Recent retirees of the Department have collectively put in almost 1,000 years of service for the benefit of the Department, the Commission, and the residents of Michigan. Because of their efforts, customers have found advocates in MDCR as we strive to defeat unlawful discrimination in Michigan. Commission Chair Gary Torgow stated, "The MCRC is very appreciative of all the years of service the retirees have performed for the state."

In early 2003 the Commission voted 3-2 to file an amicus brief on behalf of the claimant in the matter Donald Bertrand v City of Mackinac Island, at the time pending before the Michigan Court of Appeals. Bertrand, a seasonal resident of the island with multiple sclerosis, wanted to use an electric-assist tricycle, which is a tricycle that can be pedaled but is also equipped to receive power from a small electric motor, on the public streets under the jurisdiction of the City of Mackinac Island.

Bertrand cited the federal Americans with Disabilities Act and the Michigan Persons with Disabilities Act as both allowing "adaptive aids" to allow the full enjoyment and use of public services. The City of Mackinac Island objected to the use of the electric-assist tricycle under a local ordinance that generally bars the use of "motor vehicles." In March 2003, the Court ruled in agreement with the claimant and the Commission and Department's amicus brief.

The Commission issues a final order when a case has not been resolved at any prior step of the enforcement process. The Commission issues the final order after reviewing the report of a hearing referee, the hearing transcript, briefs and after hearing oral arguments of the parties. A final order of the Commission may be appealed to the circuit court within 30 days of service of the order, and is enforceable by the court.

In the Commission's September 10, 2003, meeting a decision was reached in the matter *Nancy Gingery v Skydive Hastings, Inc.*, MDCR #270937. The claimant, who is deaf, alleged that she was denied equal

access when she requested a sign language interpreter for a skydiving event through Skydive Hastings, Inc. Respondent denied that Claimant was deprived of equal access, arguing that Claimant was provided a written lesson plan as an accommodation to her disability. Respondent also argued that claimant was allowed to provide her own interpreter.

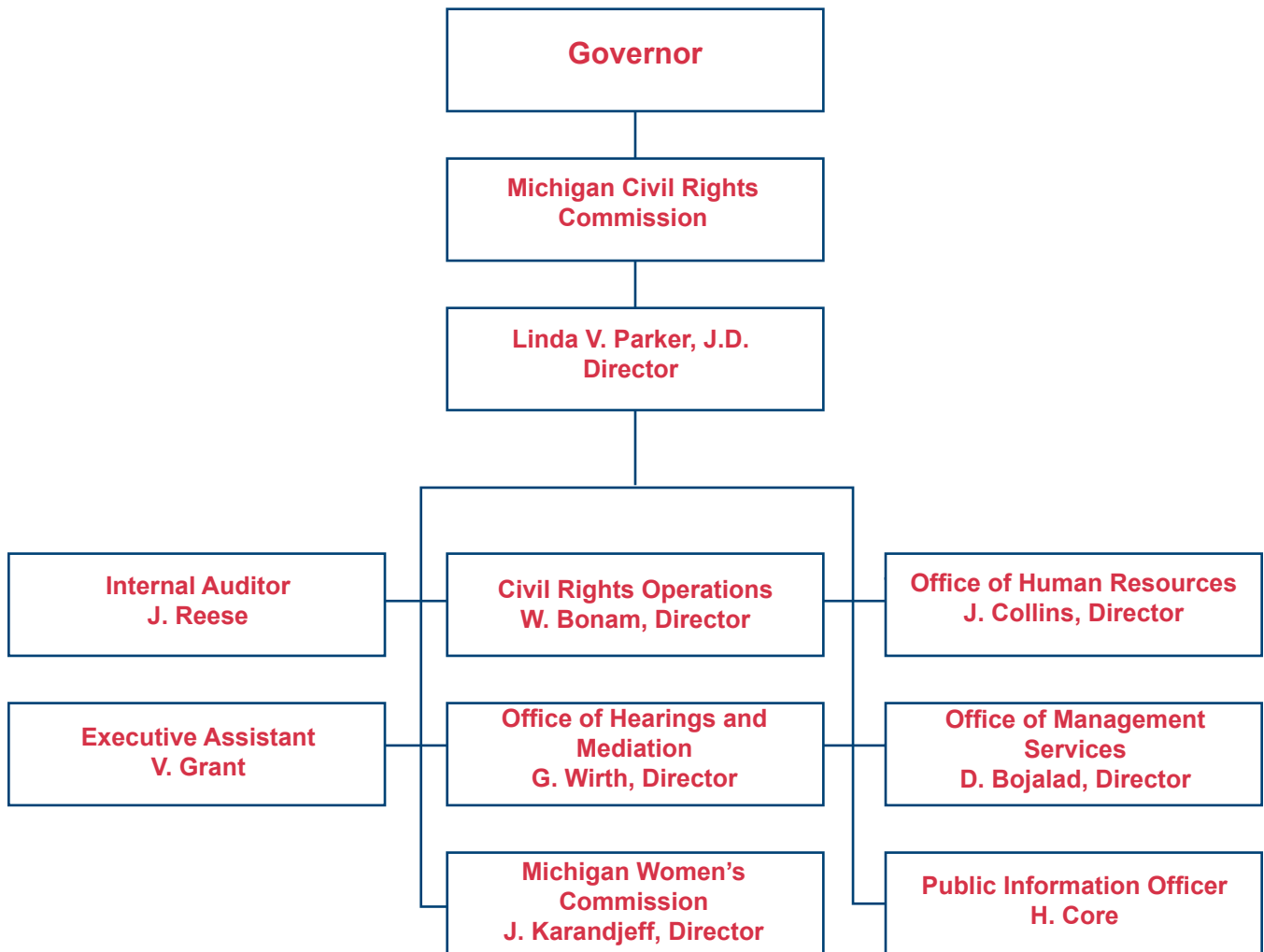
The Commission sided with the respondent, indicating that the respondent offered reasonable accommodations of either written instruction or allowing the claimant to bring her own interpreters to accompany her free of charge.



September 2003 40th Anniversary Commemoration. Left to right: First Commission co-chairs Damon J. Keith and John Feikens, Governor Jennifer M. Granholm, and John Feikens, Jr.

MICHIGAN DEPARTMENT OF CIVIL RIGHTS

ORGANIZATIONAL CHART



Office of Civil Rights Operations

The newly formed Office of Civil Rights Operations (OCRO) includes the Problem Resolution Process (PRP) Teams, as well as the Partnership Team and the Coach Attorney Team (CAT). There are currently ten PRP teams throughout the state. Each team consists of five to eight civil rights



Office of Civil Rights Operations (OCRO). Left to right: Hector Shamley, Civil Rights Operations Manager, Detroit; Art Stine, Prisoner Concerns Liaison; Sophie Baker, Quality Assurance; Warren Bonam, Director of Civil Rights Operations and Lori Vinson, Civil Rights Operations Manager, Lansing.

representatives, a team coordinator and an administrative support colleague. Six coach attorneys provide legal support to these teams. Four of the teams are located in the Detroit office. There are two teams in Grand Rapids, with one team member working in Marquette and another in Traverse City. There is one team each in Saginaw, Flint, Lansing and Kalamazoo.

PRP teams offer customers the following service options: information, referral, outreach and education, and complaint resolution. The complaint resolution option includes early resolution, during which team members attempt to resolve the matter within 14 days. When early resolution is not successful, a formal complaint is taken, if appropriate. When a complaint investigation results in a finding of probable cause, PRP team members will offer conciliation prior to

referring the complaint for legal review and the possible issuance of a formal charge of discrimination.

In some instances, team members will proceed immediately to formal complaint without attempting early resolution. For example, MDCR proceeds immediately to formal complaint when presented with egregious acts or repeated allegations of discrimination, where there is direct evidence of discrimination, or when precedent-setting concerns are received.

The Office of Civil Rights Operations also performs the quality assurance function in the resolution process. Quality assurance personnel monitor existing systems to insure consistency in the work of the teams and adherence to established policy and procedure. Quality assurance personnel also work for continuous quality improvement by making recommendations to enhance current systems based upon appropriate data.

The Prisoner Concerns Liaison, Art Stine, processes requests for information or assistance regarding prisoners in the state's prisons and jails. During the 2003 fiscal year, 685 requests were processed, of which 490 were regarding prisoners of state level correctional institutions.



September 2003. MDCR colleagues pose with former MCRC Commissioner Judge Damon J. Keith who received the Eleanore and Mel Ravitz Integrity in Public Service and Corporate Life Award. Left to right: Linda McLin, Betty Appleby, Judge Keith and Marlene Cain

Fiscal Year 2003

Nature of Complaints Filed

	Employment	Housing	Public Accommodations	Education	Law Enforcement	Public Service	Row Total
Race	598	51	19	13	24	3	708
Religion	24	3	1				28
National Origin	58	16	4	1	5	2	86
Age	149	5	5		1	1	161
Sex	400	8	9	1	2		420
Disability	164	35	9	5	2	1	216
Marital Status	8	2					10
Weight	5						5
Height	12						12
Familial Status	3	5					8
Arrest Record							0
Color	1	3					4
Retaliation	274	9	5	1	1		290
Column Total	1696	137	52	21	35	7	1948

Complaint Investigation

Despite a reduction in rights representatives following the statewide early retirement program, rights representatives continued to valiantly service our customers. During this fiscal year, MDCR completed 3,210 early resolutions, which resulted in \$1,221,933 in monetary awards to customers. During the same period, MDCR closed 1,901 complaints netting monetary awards totaling \$2,896,536. The Department also logged approximately 1,838 referrals to other agencies and 2,152 calls for information. Approximately 1,053 complaints were referred to mediation.

Notable Settlements

MDCR has 10 teams around the state with four in Detroit. The teams will be listed here by the last name of the team coordinator. The Abraham team in Detroit reported \$180,134 in cash and annualized settlements. Members of the team participated in numerous outreach

and education activities during the year including disability and law enforcement training for the Dearborn Heights Police.



Abraham Team picture – Detroit PRP. Left to right: Anthony Lewis, Jeff Weiss, Elaine Tell, Yvonne Sloan, Lillie Johnson, Team Coordinator Ilona Abraham, Charles Schoder, and Dana Wolfe

The Golaszewski team in Detroit reported nine settlements in excess of \$10,000 each for the year, including a case investigated by Civil Rights Representative (CRR) Renee Newell, where the claimant alleged

he was discharged because of his race. Newell settled the complaint for \$68,724 in both annualized salary and backpay awarded. The team completed more than 11 major presentations including both sexual harassment and diversity training with between 250-300 employees of The Wellness Plan. In addition, Team Coordinator John Golaszewski, co-chaired the Metro Detroit Teen Conference held in November 2002. Both he and CRR Linda McLin participated in the conference along with MDCR Office of Workplace Learning colleague Donna Harahuc.



Golaszewski Team - Detroit PRP. From left to right: Nichole Pardo, Taj Williams, Marlene Cain, Linda McLin, Candice Butler, Betty Appleby, Team Coordinator John Golaszewski, Jong-Ju Lee, Rochelle Ricks, Coach Attorney Dave Stringer and Renee Newell

The Davidson team in Detroit reported 12 major outreach and education activities for the year, including conducting diversity



Davidson Team -Detroit PRP. From left to right: Henry Gordon, Janet Dillard, Diane Eubanks, Diane Lee, Arijuana Ford, V. Stacey Cobb-Muniz, Maysoon Khatib, Team Coordinator Charles Davidson and Lena Scott

training presentations for all employees of the city of Romulus. The team also reported nineteen complaint and early resolution settlements in excess of \$10,000 during the year, including a complaint by a dark-complexioned woman with a Spanish surname who alleged she was discharged because of color and national origin. CRR Diane Lee was able to settle the complaint for \$60,000 cash.

The Bah-Deh team in Detroit reported \$136,143 in cash and annualized settlements for the fiscal year. Members of the team participated in several trainings for Michigan residents, including sexual harassment training for 300 employees of the city of Romulus.



Bah-Deh Team - Detroit PRP. Left to right sitting: Jenni LeCouteur, Virgil Petty, Team Coordinator Yarkpazuo Bah-Deh and Tracey Buchanan Brown. Left to right standing: Gregory Johnson, Coach Attorney Kimberly Woolridge, Christine Beltz, Carla Coleman, Vanessa Lofton, Diane Gatlin and Richard Talley

The Curtis team in Flint reported over \$186,800 in notable cash and annualized settlement awards during the fiscal year, including a case settled by CRR Keesha Garrett, in which a claimant alleged discharge on the grounds of disability and sex. The claimant received a settlement of \$95,000.

The Vert and Green teams in Grand Rapids reported \$245,257 in cash awards and \$214,124 in annualized awards, based on yearly pay. The Grand Rapids teams



Curtis Team – Flint PRP. Left to right: Kenya Hunter, Ray Elam, Team Coordinator Bobbie Curtis, Andrew Isaguirre and Keisha Garrett

also reported 113 total outreach and education activities, including various presentations with MotorCity Casino, U.S. Equal Employment Opportunity Office and the American Council of Engineering Professionals, among others.



Green and Vert Teams - Grand Rapids PRP. Left to right: Renee Milton, Shelly Jester, Lucy Robinson, Patricia Barrera, Sara Freeland, Team Coordinator Herman Green, Lorraine Pearson, Diane Kostishak, Christine Priebe, Team Coordinator Jim Vert and Kylie Piette

The Kenyon team in Kalamazoo was involved in resolving eight cases during the year which resulted in a claimant receiving settlements in excess of \$20,000. In one complaint, a man who alleged he was unfairly terminated because of his weight received a settlement of \$22,000. Members of the team also provided a variety of outreach and education services to southwestern Michigan, including meeting with Benton

Harbor residents following the unrest in June 2003, and serving on the Governor's Benton Harbor Task Force.



Kenyon Team - Kalamazoo PRP. Left to Right: Armando Garcia, Tonia Williams, Carol Baxter, Tara Tifft, Team Coordinator Renee Kenyon, Lance Bettison and Walter Herbert

The Murphy team in Lansing reported over \$139,000 in early resolutions, complaint settlements, and conciliation agreements, including a complaint conciliated by CRR Julia Almendarez and investigated by CRR Pat Ocheltree. The claimant alleged discharge based on age, race, and sex and received a settlement of \$80,841.

The Murphy team also reported serving well over 2000 Michigan residents in sexual harassment, general civil rights, and diversity training. Highlights include a three-part, day-long Diversity Day sponsored by Brighton Area Public Schools, where CRR Pat Ocheltree and Administrative Support Phillip Doud directed a series of sexual harassment and weight discrimination workshops. About 1,800 high school students participated in the



Henderson Team - Saginaw PRP. Left to right: Neil Cantor, Team Coordinator Aaron Henderson, Wyvette Vanderson, Felice Howard, Patricia Smith. Tyra Khan is not pictured.

event focusing on practical learning about civil rights, diversity and the importance of inclusion.

The Henderson team in Saginaw reported over \$250,000 in cash and annualized settlements during the year, including a complaint settled by Andrea Cluley in which a claimant alleged she was discharged because of her sex. Cluley was able to settle the case for \$92,000, with \$46,000 of the amount received as a cash award for lost wages.



Murphy Team – Lansing PRP. Left to right: Mark Bishop, Patricia Ocheltree, Ismat Lal, Judith Ajiataz, Phillip Doud, Team Coordinator Barbara Murphy, Barrett Morris and Julia Almendarez.

Coach Attorney Team

The six members of the Coach Attorney Team (CAT) serve as legal advisors to all Michigan Department of Civil Rights (MDCR) teams. The attorneys attend team meetings and are responsible for educating the teams on current legal issues and providing legal guidance and strategy on issues and cases as they progress through the complaint resolution process. This year the team temporarily lost attorney Michael Pelot, a member of the Army reserves, who was sent to Guantanamo Bay Cuba to serve 12-15 months as a JAG. Highlights of FY2003 are:

- Department attorneys, working with Advocates and Leaders for Police and Community Trust (ALPACT)

in southeastern Michigan were instrumental in developing “best practices” for data collection by police and law enforcement agencies for the purpose of determining the existence or extent of racial/ethnic profiling or other biased-based policing practices in traffic stops.

- Department attorneys assisted in drafting the legislation on racial profiling submitted by Senator Buzz Thomas.
- MDCR and the Michigan Civil Rights Commission (MCRC) filed an amicus brief in the matter of Donald Bertrand v City of Mackinac Island. This disability rights case involved a Mackinac Island resident who sued the city over its refusal to allow him to use as transportation, an electric assist device attached to his tricycle. Mr. Bertrand has multiple sclerosis and sought transportation that provided him the exercise benefit of a bicycle, but motor assistance when he became fatigued due to his disability. The City would only allow Mr. Bertrand to use a motorized scooter. The Michigan Court of Appeals ruled in favor of Mr. Bertrand and in accordance with MCRC and MDCR recommendations.
- Department attorneys convinced the Chippewa Valley School District and the Michigan Education Association to amend the collective bargaining agreement and eliminate a provision that terminated union grievances if the grievant filed a civil rights complaint.



Coach Attorney Team (CAT). Left to right: Larry Betz, Kimberly Woolridge, Managing Attorney Sylvia Elliott, Ann Warner, and David Stringer.

- Department attorneys served on the planning committee with the State Bar of Michigan Open Justice Commission for the 15th Annual Meeting of the National Consortium on Racial and Ethnic Fairness in the Courts and the 1st Michigan Conference on Racial and Ethnic Fairness in the Legal System, a four-day conference. The MDCR presented a half-day training program on Building Cultural Competency.
- Department attorneys trained employees in the Office of Recipient Rights of the Department of Community Health to incorporate civil rights issues into their investigation of complaints filed by residents of state mental health facilities.

Partnership Team Activities

The mission of the Partnership Team is to enhance communication around common issues, provide new options in service delivery, and facilitate access to outreach and education by the development of formal and informal relationships with communities, organizations, businesses, and educational institutions. The Partnership Team consists of a Partnership Director, two permanent management level staff and one support-staff team member. The Partnership Director reports to the Office of Civil Rights Operations Director. There are also MDCR colleagues that allocate a certain percentage of their time as Partnership Team members. The Multi-Cultural, Expanded Community, and Civil Rights Health Liaisons serve on other MDCR teams and simultaneously perform their Partnership/Liaison duties. There are also MDCR colleagues that have volunteered to conduct training designed and developed by the Partnership Team on a voluntary basis, above and beyond their regular duties on other teams. The Partnership Team was involved in the following major programs during the year:



Partnership Team. Left to right: African American Liaison Hector Shamley, Asian American Liaison Pravina Ramanathan, American Indian Liaison Donna Budnick, Arab American Liaison Leila Saba-Hanna, Partnership Team Director/Latino American Liaison Alberto Flores.

CIVIL RIGHTS HEALTH: A COMMUNITY-BASED MODEL

The Civil Rights Health Project began in July 1998, and is the direct result of a partnership between MDCR, a research team from Western Michigan University and four communities in Michigan. The purpose of the model is to promote the use of a meaningful, nonjudgmental, community-based assessment instrument that will allow individual communities to systematically discern the state of civil rights health in their respective communities. MDCR believes that a community that has a passion for the civil rights of all its people should constantly take stock of such quality-of-life issues as employment, housing, health, recreation, public safety, education and the environment.



Former Director Reynolds addresses participants of the September 2003 Civil Rights Health conference held in Lansing.

A state-wide steering committee headed by MDCR approved a resource manual outlining the process based on pilots conducted in Midland, Muskegon and Pontiac. In March 2003, the Department held a news conference and community forum to discuss the report based on the testing of the model in Kalamazoo. In April 2003, a full-day training session was conducted to train 17 MDCR Civil Rights Health Resource Liaisons to assist communities in Michigan interested in utilizing the assessment model in their communities.

A state-wide Civil Rights Health Conference was conducted in September 2003 by MDCR in Lansing to promote the use of the assessment model including how to use the Resource Manual, identify a research team and locate funding resources. Those in attendance included municipal and county administrators, council members, city planners, human relations and civil rights professionals, and advocates interested in addressing civil rights issues using a nonjudgmental, community-based strategic planning process.

EXPANDED COMMUNITIES AND MULTI-CULTURAL LIAISONS INITIATIVES

In 2002, former Director Reynolds appointed colleagues to serve as community liaisons to establish formal relationships with governmental units in 15 of the communities visited by former Director Reynolds during a 23-city tour in 1999. Liaisons offer community-building techniques and identify networking opportunities for sharing resources and encouraging partnerships around common issues. These Expanded Community Liaisons play a vital role for MDCR in Michigan communities where the Department does not have a presence. The Benton Harbor Expanded Liaison proved to be an invaluable resource to the Department following the June 2003 civil unrest in Benton Harbor. There are now 17

liaison communities, which include: Adrian, Alpena, Ann Arbor, Battle Creek, Benton Harbor, Chippewa County, Holland, Jackson, Mackinaw County, Midland, Monroe, Mount Clemens, Mount Pleasant, Muskegon, Pontiac, Port Huron and Ypsilanti.

As part of this same effort to increase the Department's visibility in all communities in Michigan the Department continued its multi-cultural liaisons initiative. The Department now has liaisons for the following communities: Aging, African American, American Indian, Arab American, Asian American, Disability, Latino American and Youth. MDCR multi-cultural liaisons were very active in the drive to eliminate the use of American Indian mascots and logos at Michigan public schools, as well as other issues such as addressing racial profiling and migrant farm worker issues. The activities of both the expanded community and multi-cultural liaisons are coordinated by the Partnership Team.

MICHIGAN ALLIANCE AGAINST HATE CRIMES

The Michigan Alliance Against Hate Crimes (MIAAHC) is a partnership between the Michigan Civil Rights Commission and Department and the United States Attorneys from the Eastern and Western Districts of Michigan. The alliance brings together a coalition of more than 70 federal, state and local law enforcement agencies, civil and human rights organizations, community and faith-based groups, educators, victim support groups and anti-violence advocates working together to ensure a complete and effective response to hate crimes and bias incidents. The alliance is committed to supporting victims of hate crimes and partners in education and prevention initiatives. Former MDCR Partnership Team Director Cathy Milette, who retired in October 2003, has coordinated this coalition since its inception. Alberto Flores, who succeeded Ms. Milette as Partnership Team Director, will

also coordinate MIAAHC for the Department. MDCR Partnership Team colleagues serve on the MIAAHC state-wide steering committee and the MIAAHC sub-committees to assist in accomplishing the vital work of the organization. Sub-committees include Community Response, Data Collection and Trend Analysis, Education and Public Awareness, Enforcement and Training and the Victim Support Working Group.

BUILDING CULTURAL COMPETENCY TRAINING

The Partnership Team continued to receive requests for the Department's Multi-Cultural Liaisons to conduct Building Cultural Competency training from agencies and organizations throughout the state. Some of the entities that have received this training include: The Commission for the Blind, Meridian Township Police Department, Early On Michigan, U.S.D.A., Michigan Conference on Racial & Ethnic Fairness in the Legal System and the Flint School District.

This eight-hour workshop offers information that will enhance the participants' understanding of five major cultural groups in Michigan: African American, American Indian, Arab American, Asian American and Latino American. The Multi-Cultural Liaisons presenting the training are: Hector Shamley, Donna Budnick, Leila Saba-Hanna, Pravina Ramanathan and Alberto Flores.

The workshop addresses the complexity and challenges of interaction within a multi-cultural work environment and larger society. Topics covered include: cultural protocols, cross-cultural communications, definition and name evolution, the impact of significant historical civil rights events, cultural characteristics and dispelling myths and stereotypes that lead to bias and discrimination.

Participants will understand current issues of cultural importance, and learn about major religions and how they are accommodated and respected.

BUILDING INCLUSIVE COMMUNITIES INITIATIVE

The Michigan Department of Civil Rights (MDCR) participated in a National Conference for Community and Justice (NCCJ) program entitled, Building Inclusive Communities (BIC). The BIC program is an adult diversity training that prepares participants to affect systematic change towards greater diversity within their organization or community through a variety of techniques. In order to adapt the program for use within the Department, MDCR identified a team of colleagues including: Alberto Flores, Arijuna Ford, Henry Gordon, Donna Harahuc and Kylie Piette. The BIC Team is planning the design, development and implementation of a comprehensive diversity plan for MDCR. This plan will include the Department's current diversity initiatives as well as future programs designed to further the mission of the Department. When the model diversity plan is completed, it will be shared throughout state government.



MDCR colleagues receive Building Cultural Competency training

CRISIS RESPONSE TEAM

The Crisis Response Team (CRT) was restructured in 2003 and is now made up of the following team members: Alberto Flores, Leila Saba Hanna, Hector Shamley, Lori Vinson and Warren Bonam. The CRT was kept busy throughout the year with civil rights related crisis incidents in Michigan. Many of the challenges faced by the team involve Arab Americans suffering backlash from September 11, 2001, or the more recent wars in the Middle East. Arab Americans continue to report incidents of backlash or discrimination to the Arab-American Anti-Discrimination Committee, who often then refers the complaining party to MDCR. In addition to backlash against Arab Americans, there were also several hate incidents directed at other minority groups in the state.

This year MDCR expanded the coverage of its toll free number (1-800-482-3604) to include an emergency hotline for Michigan residents needing immediate response to a backlash incident, hate crime or bias incident. Residents are still encouraged to contact local law enforcement if they feel endangered.

Elimination of American Indian Mascots

Fiscal year 2003 was a year of triumph and accomplishment for the struggle to eliminate the use of American Indian Mascots at public schools. In May of 2002, the Michigan Civil Rights Commission (MCRC) passed a resolution to eliminate the use of a person's race or culture as a school's mascot, logo and nickname. Similarly, in June of 2003, the Michigan State Board of Education unanimously passed a resolution "strongly recommending the elimination of American Indian nicknames, mascots or logos, fight songs, insignias, antics and team descriptors by Michigan public schools."

Resolutions by the State Board of Education are intended to guide the state's public school districts to adopt policies that are consistent and in the best interest of all students. The Michigan Department of Civil Rights (MDCR) and the Michigan State Board of Education are hopeful that the resolutions offer the encouragement necessary for school districts to be more sensitive of the diverse cultures among their student populations,

and to set policies that are respectful of all students. MCRC members and Department staff worked closely with the State Board of Education in bringing awareness and understanding of the many issues affecting American Indian students.



Partnership Team member Hector Shamley listens to concerns at the Spring 2003 Michigan Anishnabe Educational Forum.

Then late in 2003, the Michigan Educational Association (MEA) passed a resolution, also based in part on the Michigan Civil Rights Commission resolution, discouraging the use of American Indian mascots, nicknames and logos. MDCR American Indian Liaison Donna Budnick provided MEA with resource materials. A 500 member representative assembly of Michigan teachers passed the resolution. The resolution clarified that the Michigan State Board of Education supports and strongly recommends the elimination of American Indian mascots, nicknames, logos, fight songs, insignias, antics and team descriptors by all Michigan schools.

The MEA's resolution included the following language:

The use of "Indian" mascots and logos in our school athletic events, as well as in other community activities, contributes to many stereotypes and misperceptions of American Indians. As long as "Indian" team names, mascots and logos remain a part of school athletic programs, we as educators are tolerating and perpetuating racism and

stereotyping. Most communities are proud of their athletic teams, yet school traditions involving Native American imagery typically reflect little pride in or knowledge of Native cultures. These traditions have taken the trappings of Native cultures onto the athletic field where young people have played at being "Indian."

In Michigan, there are approximately 57 schools currently using American Indian mascots, logos or nicknames. Some of the names include Braves, Chiefs, Indians, Warriors, Redskins, Reds and Redmen. All three resolutions recommend the promotion of accurate, fair and appropriate depictions of all peoples' cultures and histories. The Civil Rights Commission's resolution: "Encourages all school districts to ensure that instructional materials, course work, policies, and procedures are respectful of cultural differences and enhance cultural competency, and are void of stereotypic language and representations."

Human Resources

The Office of Human Resources (OHR) is responsible for all human resource matters within the Department. OHR colleagues work collaboratively with the State Department of Civil Service and the State Employer to effectively carry out the personnel functions for MDCR. OHR is responsible for the following areas of responsibility:

- Position classification
- Disability management
- Policy development
- Performance management
- Employee relations/labor relations
- Recruitment and selection
- Human resources system processing
- Compensation management

Workforce demographics as of September 27, 2003:

	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	American Indian Male	American Indian Female	Asian Male	Asian Female
Officials and Administrators	4	1	2	1				1		
Professionals	12	29	17	30	4	5	1			3
Office and Clerical	1	7	1	13		2				
Para Professionals					1					

Disabled: 1

Office of Workplace Learning

Despite economic constraints, MDCR continues to put a high priority on educating its colleagues. In-service and new employee training are key objectives for MDCR's Office of Workplace Learning (OWL). The goal of the training is to enhance the professional and personal development of all MDCR colleagues by aligning every training with the mission, vision and goals of the Department. Besides its own internal customers, MDCR

has also teamed up with external customers such as the National Association of Human Rights Workers, the Detroit Office of the Equal Employment Opportunity Commission, MotorCity Casino in Detroit, the Office of Recipient Rights - Michigan Department of Community Health, the U.S. Department of Agriculture, the Fairfax County (Virginia) Human Relations Commission and Western Michigan University to share our resources and information. During this fiscal year, OWL has facilitated or coordinated more than 150 training events.

OWL also assists with conference and meeting planning for the Department's different program units, administers MDCR's professional development and tuition-reimbursement funds, and maintains a training/lending video library for our colleagues.



*Office of Workplace Learning (OWL) Team.
Left to right: Fabian Felan, Lynn McNamara,
Team Coordinator Donna Harahuc.*

Requests for Reconsideration (Rule 7)

The Request for Reconsideration Team receives correspondence from customers or claimants seeking a review of the Problem Resolution Process team decision on their concern or complaint. The two members of the Reconsideration Team review the material submitted by the customer/claimant and the file. The team then writes a report summarizing the investigation and makes a recommendation to the Director of Civil Rights Operations that the claimant's request be granted or denied.

All requests are targeted to be processed within 45 days of receipt. At any given time there are approximately 20 requests being processed.

From October 2002 to October 2003 the team processed a total of 400 requests. There were 247 statements of concern requests where a formal complaint had not been processed and 153 were requests seeking reconsideration of the Department's decision to close their complaint.

CMS

The Contact Management System (CMS) is a database application designed to automate MDCR business processes. The development effort began in the summer of 1998, and the application was introduced to the MDCR community in August 2000.

A second phase of development was completed in September 2002. The third phase was begun in 2003 and will extend into 2004. As part of the current development phase, new employee training was revamped and a mediation process component was added to the application.

Other planned Phase 3 enhancements:

- Revamp key reports generated in the application
- Expand data extraction capabilities
- Streamline complaint issue processing components



*May 2003. Former MDCR Director Reynolds
poses with Governor Granholm during State
Employee Recognition Day in Detroit*

- Provide additional document generation capacity
- Improve overall application functionality

Mediation

Mediation is a form of alternative dispute resolution offered by MDCR as an option in the complaint resolution process. Mediation is an informal process in which opposing parties may negotiate a voluntary resolution of their dispute with the help of a neutral person (mediator).

When MDCR determines a complaint may be appropriate for mediation, claimant and respondent are offered the option to mediate. Typically the offer to mediate is included when both parties are mailed the Notice of Formal Complaint. The decision to mediate is completely voluntary and must be agreed to by both parties. When the parties agree to mediate, the investigation is postponed to allow reasonable time for mediation to take place. When mediation results in a settlement or withdrawal of the complaint, no further action is taken by MDCR. If the complaint is not resolved at mediation, the complaint is investigated like any other complaint. Mediation is generally available any time after a formal complaint has been taken. Mediation is now available statewide.

MDCR currently uses both internal and external mediation to resolve formal complaints. In internal mediation, the mediators used are MDCR colleagues who are trained mediators. In external mediations, the Department contracts with outside mediators, such as the various community mediation centers throughout the state.

Fiscal Year 2003 Facts

- Claimants received at least \$160,770 cash in mediation agreements. Many cases were settled with terms not disclosed to MDCR.

- 162 cases have been mediated, including both internal and external mediations, and 84 were resolved for a settlement rate of 52 percent.
- Cases closed at mediation accounted for \$42,000 in federal revenue.
- MDCR began using internal mediators in May 2003. There have been a total of 42 internal mediations since May and 21 of those cases were resolved for a settlement rate of 50 percent.
- 120 external mediations were conducted in FY 2003 and 63 cases were resolved for a settlement rate of 53 percent.



Mediation Team. Left to Right: Director of Hearings and Mediation George Wirth, Fabian Felan, Leila Saba-Hanna, Greg Petty and Team Coordinator Kerry Bernard

Contract Compliance Team

The Contract Compliance Team (CCT) provides a broad variety of services to prevent and eliminate discrimination in the business culture. Working with employers, entrepreneurs and those seeking to do business with the State of Michigan, CCT focuses on five areas: litigation prevention through education and outreach, regulatory reduction, fair enforcement, business liaison and the certification of businesses owned by persons with disabilities.

In an effort to prevent litigation due to civil rights violations, the CCT works with the business community, private and public groups and organizations to facilitate diversity in job training and workforce development programs. The CCT assists in designing EEO strategies for business and industry; encourages contractors to provide apprenticeship opportunities and to develop outreach programs to inform students of employment opportunities in the construction industry.

The equal employment practices of all contractors, vendors, sub-contractors and suppliers doing business with the State of Michigan and/or its political sub-divisions are subject to review by the Michigan Department of Civil Rights (MDCR). These companies are required to have a Certificate of Awardability issued by MDCR when the contract exceeds \$100,000. The employee profiles of these companies are to be reviewed annually to determine whether they are eligible for the awarding of state contracts.

Certification Process

During the 2002-2003 fiscal year, CCT colleagues, June Adkins, Team Coordinator; Civil Rights Representatives Jamaluddeen Al-Mahdi, Elaine Banks-Knall, Carol Griffin and Kenneth Tyson; along with Felicia White, Administrative Assistant, completed approximately 808 contract compliance reviews, including four on-site reviews. Of these reviews, 766 companies received a Certificate of Awardability, and 42 were determined ineligible for one of the following reasons:

- The contractor's workforce did not meet the reasonable representation standard.
- The Certification Review Form was not returned.
- The contractor failed to provide sufficient information to complete the certification review process.

Of the 42 contractors determined Non-Awardable, subsequently 26 contractors received a Certificate of Awardability after submitting the requested information. Many of those certified were out-of-state contractors, including one from Canada.

The CCT received four applications from businesses seeking the Persons with Disabilities Business Enterprise Certification during the reporting period. One request was approved, and three were denied either for their failure to provide sufficient information to complete the certification process or for the lack of independent and managerial control over the business enterprise.

Outreach and Education

CCT participated in a broad array of outreach and education activities, most notable:

- The team along with other MDCR colleagues, assisted the CCT Manager, June Adkins, in the planning and coordinating of the highly successful **"A Process for Diversity Best Practices Forum"** on April 4, 2003, in Ypsilanti, Michigan. MDCR partnered with the Michigan Civil Rights Commission, EEOC-Detroit and Cleveland District Offices and the Ohio Civil Rights Commission.



Contract Compliance Team. Left to right: Felicia White, Team Coordinator June Adkins, Elaine Banks-Knall, Jamaluddeen Al-Mahdi, Carol Griffin

- The Michigan Chamber of Commerce invited the CCT to participate in the seminar, “Measuring & Managing Workplace Diversity” in February 2003. Jamaluddeen Al-Mahdi, Elaine Banks-Knall, Kenneth Tyson and Coach Attorney David Stringer presented “**The Business Case for Diversity.**” Approximately 25 businesses were in attendance.
- All CCT colleagues participated in the **Business Opportunity Forums** sponsored by the Department of Management and Budget in cooperation with other state agencies throughout the State of Michigan. The CCT informed the business community about equal employment opportunity and state procurement requirements.

Emmett Till Screening

On February 20, 2003, MDCR sponsored a screening of “The Untold Story of Emmett Louis Till,” an investigative, feature-length documentary on the racist murder of a 14-year-old Black male from Chicago in the summer of 1955. The screening was co-sponsored by Detroit public relations practitioner Tara J. Young, and financial assistance was provided by General Motors, Daimler Chrysler, Blue



Film Director Keith Beauchamp

Cross Blue Shield of Michigan and Kroger. The event was held at Wayne State University’s Community Arts Auditorium, and was preceded by a reception where guests could meet the director of the film, Keith Beauchamp from Chicago. After the screening, a panel

of three witnesses to the events surrounding the murder spoke publicly for the first time to the audience. Charles Pugh of FOX 2 news served as the master of ceremonies for the event, and Dr. Orian Worden provided a debriefing. Film director Keith Beauchamp hopes his documentary will help reopen the case and at last bring justice for Emmett Louis Till.

Best Practices Forum

On April 4, 2003, the Michigan Civil Rights Commission partnered with the U.S. Equal Employment Opportunity Commission, Detroit and Cleveland Districts, and the Ohio Civil Rights Commission to sponsor a unique Best Practices Forum. It was held at



Diversity Best Practices Forum in April 2003. Left to right: Former MDCR Partnerships Coordinator Cathy Milett, DTE Market Director Fouad Ashkar, MDCR Arab American Liaison Leila Saba-Hanna, former MDCR Director Nan Reynolds, DTE Vice President Douglas Gipson, and Motor City Casino Human Resources Director Jo Avery.

the Marriott, Eagle Crest Conference Resort Center in Ypsilanti, Michigan, and was hosted by DTE Energy. The forum was designed to engage business executives in a creative exchange of ideas about equal opportunity and diversity programs and share meaningful and effective tools that lead to a corporate climate of respect and open dialogue. The forum offered the 130 attendees an

opportunity to hear from executive officers of major corporations who are championing diversity programs that address the importance of improving employee morale and customer service, and building cultural competency within the work environment. Presenters included Clifford Brown, General Motors Corporation; Rhonda Cohen, MotorCity Casino; Mark Butler, Marathon Ashland Petroleum; Richard Gross, Ford Motor Company; James Staley, Roadway Corporation; and Lisa Wicker, Daimler Chrysler.

Civil Rights Commission Chair Gary Torgow provided opening remarks with former MDCR Director Nanette Lee Reynolds, who also provided the closing remarks. Program presenters were introduced by James R. Neely, Director, EEOC Detroit District; Michael C. Fetzer, Director, EEOC Cleveland District; Pastor Aaron Wheeler, Sr., Chair of the Ohio Civil Rights Commission; G. Michael Payton, Director of the Ohio Civil Rights Commission; and former Director Reynolds.

State Bar of Michigan – Open Justice Commission 2003 Conference

On April 9-12, 2003, the National Consortium on Racial and Ethnic Fairness in the Courts held its 15th Annual Meeting in conjunction with the First Michigan Conference on Racial and Ethnic Fairness in the Legal System. The event was hosted by the State Bar of Michigan Open Justice Commission, and was held at the Detroit Renaissance Marriott Center in downtown Detroit. Featured keynote speakers included Detroit Mayor Kwame Kilpatrick and former Detroit Mayor Dennis Archer. Since 1986, the Open Justice Commission (OJC) has sought

to create a diverse and bias-free environment for the people they serve. According to the OJC, historically, lawyers and judges have stood at the forefront of civil rights initiatives supporting fair and equal application of the laws throughout our state. As officers of the courts, guardians of the law, advocates for the underrepresented and teachers of fairness, OJC believes that lawyers and judges must demonstrate the leadership necessary to increase the quality of justice available to our citizens.

The Michigan Civil Rights Commission (MCRC) saw this conference as an opportunity to bridge the gap between the judicial and administrative instruments of securing equal and fair treatment for all citizens of Michigan. The MCRC along with the Michigan Department of Civil Rights (MDCR) participated by hosting an all-day training session followed by a reception, as well as through the attendance of colleagues. The entire conference, including both events sponsored by the MCRC, was very well attended by attorneys, judges and representatives of national, state and local agencies and organizations.

As part of the conference, the MDCR's Partnership Team was asked to present the training they designed entitled "Building Cultural Competency" on April 11. Presenters included: Donna Budnick, American Indian Affairs Specialist; Alberto Flores, Latino American Liaison and Partnership Team Coordinator; Pravina Ramanathan, Asian American Liaison and Civil Rights Representative; Leila Saba Hanna, Arab American Affairs Specialist; and Hector Shamley, African American Affairs Liaison and Assistant Director of Civil Rights Operations – Detroit Region. The workshop enhanced participants' understanding of five major cultural groups: African American, American Indian, Arab American, Asian American and Latino American. Topics covered included cultural protocols, cross-cultural communication, definition and name

evolution, the impact of significant historical civil rights events, cultural characteristics and dispelling myths and stereotypes that lead to bias and discrimination. Participants were given information on current issues of cultural importance, and learned about major religions and how they are accommodated and respected.

The Building Cultural Competency training attracted participants from various backgrounds and different parts of the country. The participants were very knowledgeable and tested the presenters on many current issues confronting people of color in the U.S. The team presenting the training received very positive feedback from the participants, including inquiries for future training with other agencies and organizations, including a group from New Mexico.

Following the training, the MCRC began its year-long 40th anniversary commemoration with a reception at the Renaissance Club in the Renaissance Center. Both the reception and the “Building Cultural Competency” sessions provided wonderful opportunities to connect the Michigan Civil Rights Commission with organizations throughout the state and nation concerned with social justice.

Valuing Our Internal Commitment to Equity (VOICE) Team

The VOICE team was formally created in November 2002 to refresh colleagues on the history, development and continued manifestation of challenges to equity and diversity in contemporary society. The VOICE team maintains an active awareness of these challenges through the utilization of dialogue circles with MDCR teams, monthly topics for team discussion, periodic entries in MDCR publications, development of a resource bank and handbook, cultural sharing within teams and other activities. The cumulative effect of these activities is intended to promote colleague awareness and sensitivity to the social and psychological factors which contribute to incidents of unlawful discrimination. This awareness will assist colleagues in detecting and speaking about unlawful discrimination and challenges to equal opportunity while working to eliminate them and promote diversity as consistent with the Department’s mission.



Valuing Our Internal Commitment to Equity (VOICE) Team. Left to right: Harold Core, Art Stine, Sylvia Elliott, Aaron Henderson, Sheila Hursey, Director Parker, Greg Petty, Gloria Gonzales, Charles Schoder, Donna Harahuc, Debra Bell, Alberto Flores, and Warren Bonam. Phillip Doud is not pictured.

***Michigan Department of Civil Rights
Fiscal Year 2003 Appropriation***

	GF-GP Funding	Federal Funding	Total Funding
Original Appropriation	13,433,700	934,000	14,367,700
Adjustments:			
Budgetary Savings	(335,800)		(335,800)
Executive Order Reductions	(408,000)		(408,000)
Adjustments to Federal Funding	348,699	348,699	
Adjusted Balance	12,689,900	1,282,699	13,972,599

Appropriation History

	GF-GP Funding	Federal Funding	Total Funding
1999	12,074,100	1,269,170	13,343,270
2000	14,739,300	481,320	15,220,620
2001	14,266,900	823,550	15,090,450
2002	14,333,000	1,256,933	15,589,933
2003	12,689,900	1,282,699	13,972,599

EEOC & HUD Contracts

EEOC Contract

As a Fair Employment Practices Agency (FEPA), MDCR investigates dually filed employment cases under contract with EEOC. Those cases are dually filed under state law and Title VII, US Civil Rights Act; the Americans with Disabilities Act; and/or the Age Discrimination in Employment Act. MDCR is the only FEPA in Michigan.

<i>EEOC Contract Comparison</i>					
FY 2003 Total \$716,300		FY 2002 Total \$771,600		Change From FY2002 Total -\$55,300	
1424 cases	\$712,000	1535 cases	\$767,500	-111 cases	-\$55,500
66 intakes	\$3,300	62 intakes	\$3,100	+4 intakes	\$200
training	\$1,000	training	\$1,000		

HUD Contract

As a Fair Housing Assistance Program (FHAP), MDCR investigates dually filed housing cases under contract with HUD. These cases are jointly filed under state law and Title VIII, Fair Housing Act. MDCR is the only FHAP in Michigan. During FY 2002-2003 MDCR received a HUD contract totaling \$566,399 and completed 171 housing cases.

<i>HUD Contract Comparison</i>					
FY2003 Contract2 \$566,399		FY2002 Contract \$485,333		Increase from FY2002 \$81,066	
171 cases	\$310,800	140 cases	\$252,000	31 cases	\$58,800
6 charges included		2 charges included		4 charges	
Administrative costs	\$48,533	Administrative costs	\$32,850	Administrative costs	\$15,683
Special enforcement*	\$97,066	Special enforcement	\$64,760	Special enforcement	\$32,306
Training	\$20,000	Training	\$25,000	Training	-\$5,000
Partnership	\$80,000	Partnership	\$60,723	Partnership	\$19,277
Aged case funding	\$10,000	Aged case funding	\$50,000	Aged case funding	-\$40,000

Office Of Public Information

The Office of Public Information handles the media relations for the Commission and Department, and is responsible for creating and dispersing MDCR's internal and external communications. The office regularly distributes weekly and monthly newsletters for colleagues, a quarterly newsletter to the public and an annual report. The office also updates existing brochures and creates new ones as needed to help the Department fulfill its mission.

In an effort to save costs, this fiscal year the office began moving towards a digital based publishing focus. The weekly and monthly newsletters for internal colleagues are both distributed via email, and almost all brochures are now available on MDCR's website. (<http://www.mi.gov/mdcr>) During the 2004 Fiscal Year, both the quarterly Commission Newsletter and Annual Report will be at least partially distributed electronically.

MDCR Publications Available at

<http://www.mi.gov/mdcr>

Annual Report (2002 & 2003)

Bill of Rights and Responsibilities

Building Cultural Competency

Civil Rights, Migrant Farm Workers, and Immigration Law

Commission Newsletters (2000-2003)

Common Questions and Answers

Complaint Resolution Option

Dealing with Unlawful Discrimination on Campus

Elliott-Larsen Civil Rights Act

Fair Housing Laws

Help Wanted - Suggestions for Preparing Non-Discriminatory Advertisements

Kalamazoo County Civil Rights Health Assessment Report

MDCR Commission Rules: Organization, Practice, and Procedures

Michigan Civil Rights Commission 1964 - 2004: Forty Years and Beyond

Michigan Civil Rights Commission 40th Anniversary

Persons with Disabilities Civil Rights Act

Poster: Michigan Law Prohibits Discrimination (also in Spanish and Arabic)

Pre-Employment Inquiry Guide

Pregnant Women in the Workplace

Rights & Privileges Citizens Lost upon Conviction of a Felony

Significant Michigan Civil Rights Case Decisions

Unlawful Sexual Harassment

**For More Information on the
Michigan Civil Rights Commission
call
1-800-482-3604
TTY: 1-877-878-8464**



www.michigan.gov/mdcr

2004